

WIS
EEO PUBLIC FILE REPORT
August 1, 2019 – July 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Manager	1-26, 28-37, 41-42, 45, 48	45
Digital Sales Assistant	1-33, 35-37, 46-45	45
Morning Anchor/MMJ	1-26, 28-36, 39, 45, 48	45
Anchor/Reporter	1-37, 39, 45	45
Producer	1-33, 35, 39	39
Producer	1-33, 35-36, 39	39
PT News Editor	1-33, 35-37, 39, 43, 45	43
PT News Editor	1-33, 35-37, 39, 43, 45	45
MMJ	1-33, 35-37, 39, 43, 45	45
Sales Assistant	1-33, 35-37, 39, 43	43
Sales Assistant	1-33, 35-37, 39, 43	39
Technical Media Producer	1-33, 35-36, 43	43
Sr. Reporter/MMJ	1-33, 35-37, 45-46	45
Producer	1-33, 35, 37, 39, 43	43
Assignment Editor	1-33, 35-36, 43	36
Videographer	1-33, 35-37, 43	36
Meteorologist	1-33, 35-37, 39, 49	39

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Allen University Career Placement Office 1530 Harden Street Columbia, SC 29204	N	
2	Claflin University Career Placement Office 400 Magnolia Street Orangeburg, SC 29115	N	
3	Clinton Jr. College Career Placement Office 1029 Crawford Road Rock Hill, SC 29730	N	
4	Columbia Branch NAACP Attn: Lonnie Randolph P.O. Box 11324 Columbia, SC 29211	N	
5	Columbia College Placement Director Career Center 1301 Columbia College Drive Columbia, SC 29203	N	
6	Columbia Relations Council Attn: Henri E. Baskins P.O. Box 7277 Columbia, SC 29202	N	
7	Columbia Urban League Attn: J.T. McLawhorn P.O. Box 50125 Columbia, SC 29250	N	
8	Denmark Technical College Career Placement Center 500 Solomon Blatt Avenue Denmark, SC 29042	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Francis Marion University Career Placement Office P.O. Box 100547 Florence, SC 29501	N	
10	Midlands Technical College Attn: Hart Hayden P.O. Box 2408 Columbia, SC 29202 803-738-7820	N	
11	Morris College Career Planning 100 W College Street Sumter, SC 29150	N	
12	Newberry College Attn: Travis Ballenger 1200 College Street Newberry, SC 29108	N	
13	SC State University Career Service Center 300 College Street NE Orangeburg, SC 29117	N	
14	SCETV Network Attn: Personnel Director 1101 George Rogers Blvd Columbia, SC 29211	N	
15	South University Attn: Nicole Williams 9 Science Court Columbia, SC 29203 lnwilliams@southuniversity.com	N	
16	State Conference NAACP Attn: Job Postings P.O. Box 1148 Columbia, SC 29202	N	
17	University of South Carolina School of Journalism & Mass Communications Columbia, SC 29202 803-777-3347	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Voorhees College Career Placement Office P.O. Box 678 Denmark, SC 29042	N	
19	Winthrop College 217 Johnson Hall Rock Hill, SC 29733 803-323-4532	N	
20	Arc of the Midlands Attn: Melinda Moore Employment@ArcMidlands.org 803-693-5746	Y	
21	Babcock Center Attn: Mike Bell P.O. Box 4389 West Columbia, SC 29170 mbell@babcockcenter.org 803-799-1970 x 207	Y	
22	Be Kind Be Great Attn: Ericka Brown bekindbegreat@yahoo.com	Y	
23	Collective Talent Attn: Michael Billie billie@michaelsmedia.com	N	
24	Irmo High School Attn: Tia McDonald, M.Ed, LPC, GCDF tmcdonald@lexrich5.org 803-476-3057	Y	
25	Kelli D. Haynes Kellifromdc@gmail.com	Y	
26	Midlands Society for Social Change Attn: Eugene Washington eugenewashington@hotmail.com	Y	
27	OneCore Workforce Solutions, LLC Attn: Denise Nixon connect@onecoreworkforce.com	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	USC Department of Retailing and the College of Hospitality Attn: Reenea Harrison, PhD USC Coliseum Suite 4000-C Columbia, SC 29207 hrrsmretl@mailbox.sc.edu 803-777-1263	Y	
29	Westwood High School Attn: Brittany Singleton bsingleton@richland2.org 803-691-4049 x 36307	Y	
30	South Carolina Broadcasting Association Attn: Margaret Wallace 1 Harbison Way Columbia, SC 29212 803-732-1186	N	1
31	Gray Television – www.gray.tv/careers Station Website – www.wistv.com	N	7
32	On-Air Recruitment Promo	N	
33	TV Jobs Website www.tvjobs.com 760-754-8117	N	1
34	Media Line Website www.medialine.com	N	
35	Media Match Website www.media-match.com	N	
36	Indeed.com www.indeed.com	N	4
37	Monster.com Website www.monster.com	N	
38	Zip Recruiter www.ziprecruiter.com	N	
39	Generic Internet Referral (Other websites that scrape postings)	N	12
40	Gray TV Recruiter	N	
41	Spots N Dots ads@spotsndots.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	TV News Check Attn: Patty Hersh www.tvnewscheck.com 910-420-6003	N	
43	WIS Employee Referral	N	7
44	Job Fair (Various)	N	
45	WIS/Gray TV Employee Internal Candidate	N	12
46	Word of Mouth (Non-Employee Referral)	N	2
47	The State Newspaper 1401 Shop Road Columbia, SC 29201	N	
48	SC Vocational Rehabilitation Tblueford-thigpen@scvrd.net	N	
49	Infinity One Corporation Attn: Preston Anderson 3031 Scotsman Road Suite 5 Columbia, SC 29223 803-465-9085 preston@infinityonecorporation.com	Y	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			46

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Full-time job postings on minority websites.	All job openings in top EEO categories are posted with media trade groups whose membership includes substantial participation by minorities, including: Columbia Branch NAACP, Columbia Urban League, State Conference NAACP.
2	Internship Program	WIS works in conjunction with various Colleges and Universities to offer Internship programs in our News Department for Juniors and Seniors majoring in broadcast journalism. We had 3 interns during this reporting period. Fall Semester – 1 Intern Spring Semester – 2 Interns
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	10/10/2019 – Producer spoke to the South Carolina Scholastic Press Association at the University of South Carolina School of Journalism 11/08/2019 – Clemson University student shadowed Anchor 12/17/2019 – Georgia Southern University student shadowed Anchor
4	Employee Training	Training is ongoing, including out of station classes/seminars, and in-house coaching. Training included: 10/2019 (multiple Days) – VizRT Training, News and Engineering Department employees 01/30/2020 – SCBA Engineering Seminar, SCBA Sales Management Seminar, SCBA Sales Seminar

5	Broadcasting of outreach recruitment to local organizations regarding job openings.	<p>WIS airs the below promo, recruiting organizations who would like to receive our job openings.</p> <p>WIS Television is an equal opportunity employer. The company is committed to ensuring equal opportunity and nondiscrimination in every aspect of its employment practices. All personnel policies and procedures including recruitment, evaluation, hiring, promotion, compensation, training, and termination are made and implemented without regard to race, color, religion, national origin, or sex. In addition, WIS managers conduct periodic reviews of the station's compliance with EEO policies and make continuing efforts to exclude all unlawful forms of prejudice or discrimination from employment practices.</p> <p>As part of the station's EEO program, WIS uses a wide variety of recruitment sources to advertise open positions. To help us conduct a broad outreach in filling job vacancies, managers enlist the help of employees, other Gray Television business units, and a wide range of community groups and institutions within our coverage area. Organizations that would like to receive notices of open positions at WIS should contact Personnel Coordinator Stephanie Shealy at 803-758-1251. WIS also files an annual report on its EEO recruitment efforts, which is available for public inspection at WIS during regular business hours and can be found on our website at wistv.com in the Job Link section.</p>
6	Job Fairs	<p>WIS Department Managers participate in job fairs to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides.</p> <p>WIS has attended one (1) job fairs during this reporting period.</p> <p>02/12/2020 – Job Fair – USC School of Journalism, Russell House</p>
7	Participation in Career Scholarship Programs	<p>The SCBA Educational Foundation awarded four \$2500 scholarships to Winthrop University broadcast students in April, 2020 for the upcoming school year. WIS General Manager served on the selection committee.</p>